

# **LDO & CWO Commissioning Programs Quick Poll Survey/Results**

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# Overview

- Background
- Objectives
- Methodology
- Demographics
- Results
- Summary
- Recommendations

# Background

- Over the past few years, applications have declined for the Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) Commissioning programs:
  - **CNP requested quick poll to better understand reasons Sailors are not applying for these programs**
  - **Sailor input needed to determine awareness and perceptions of the LDO/CWO commissioning programs**
  - **Sailor input needed to determine ways to increase number of applications**

# Objectives

- Survey a representative sample of Sailors and CWOs on:
  - LDO/CWO commissioning program awareness
  - Perceptions of LDO/CWO commissioning programs
  - Intentions to apply for the LDO/CWO commissioning programs
  - Effect of proposed incentives on intentions to apply for the LDO/CWO commissioning programs

# Methodology

- Poll questions were developed with the assistance of LDO OCM
- Scientific Navy-wide poll deployed
  - Sailors (E5-E9) and CWOs were randomly selected to participate
- Navy Messages were sent to commands requesting that selected personnel complete the poll online
- Commands given one week to complete poll
  - Poll could only be accessed once by those selected using correct usernames/passwords

# Demographics

Poll start date: June 21, 2004

Poll end date: June 28, 2004

**Sample: 3,500**

**Returns: 1,502**

**Overall Response Rate: 43%**

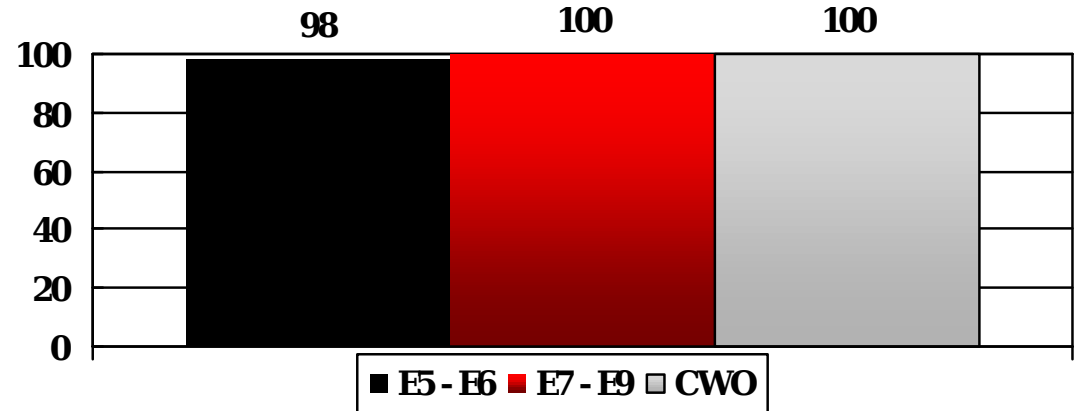
**Results statistically weighted to match E5-E9 and CWO paygrade distribution of the Navy**

# Awareness of LDO/CWO Programs

- While most respondents reported that they had heard of the LDO/CWO commissioning programs prior to taking the poll, mid-grade Enlisted were less aware of the LDO/CWO website.

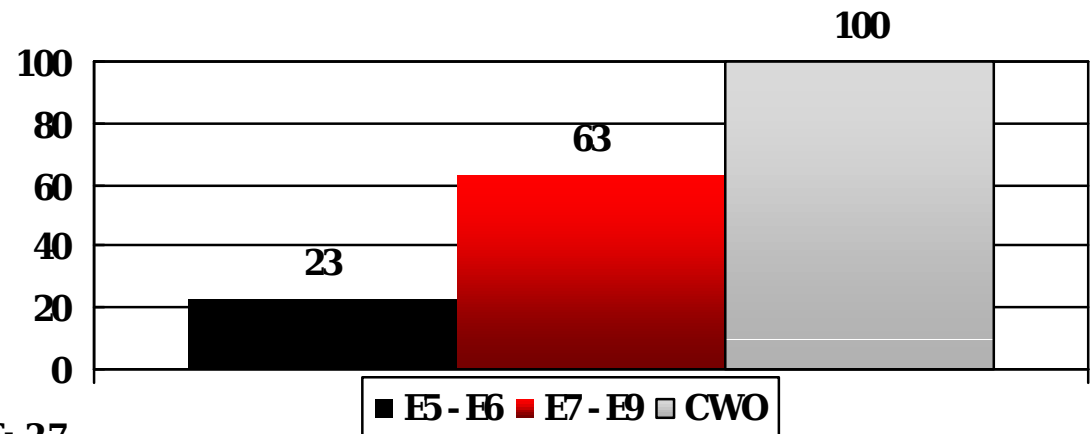
Prior to taking this poll, had you heard of the LDO/CWO programs?

"Yes" responses



Are you aware of LDO/CWO Web Site?

"Yes" responses



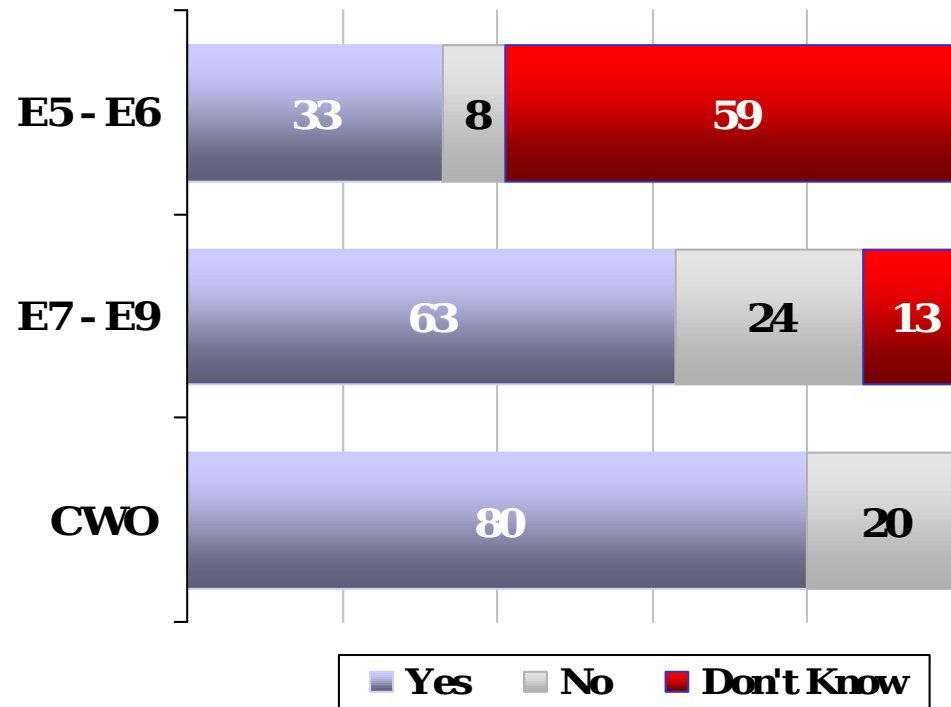
Note: LDO/CWO Poll Questions 7 & 27.

# Awareness of LDO/CWO Programs

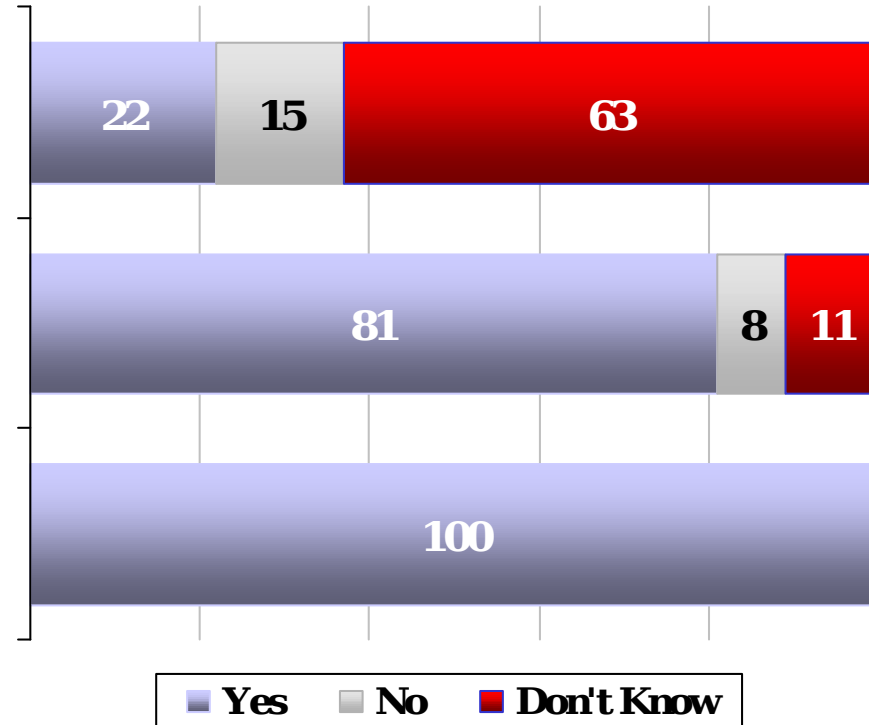
(Cont.)

- Mid-grade Enlisted more likely than Senior Enlisted/CWOs to report that they don't know if they're qualified for LDO/CWO designator.

Are you qualified for an LDO designator?



Are you qualified for a CWO designator?



Note: LDO/CWO Poll Questions  
17, 18.

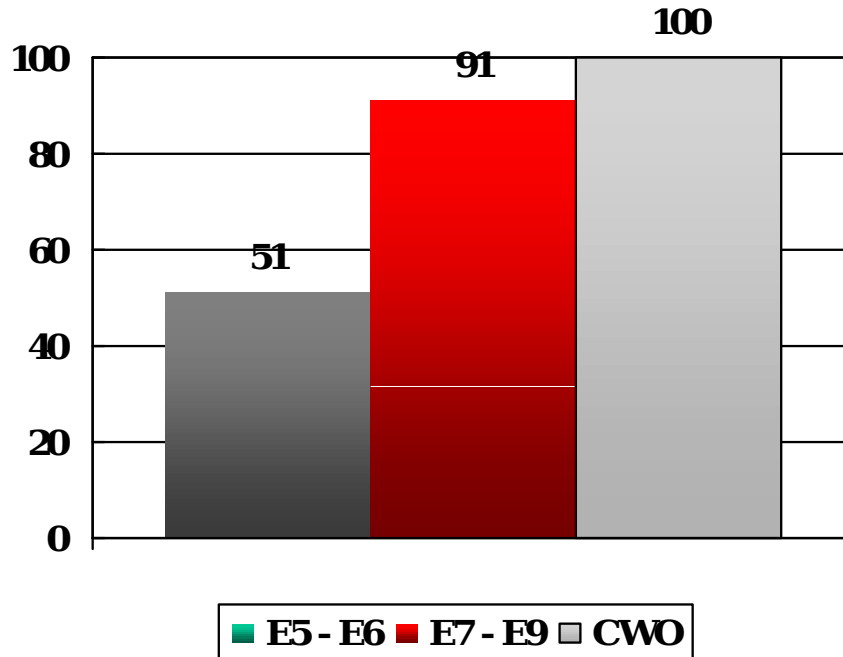


# Awareness of LDO/CWO Programs

- Senior Enlisted/CWOs more likely than mid-grade Enlisted to have enough information to make decision to apply for the LDO/CWO programs.

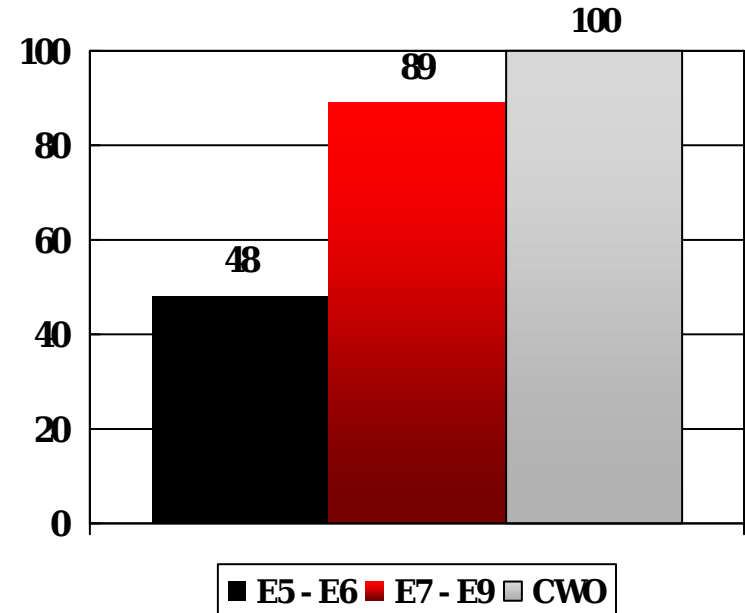
Do you have enough information about the LDO program to make a decision to apply?

"Yes" responses



Do you have enough information about the CWO program to make a decision to apply?

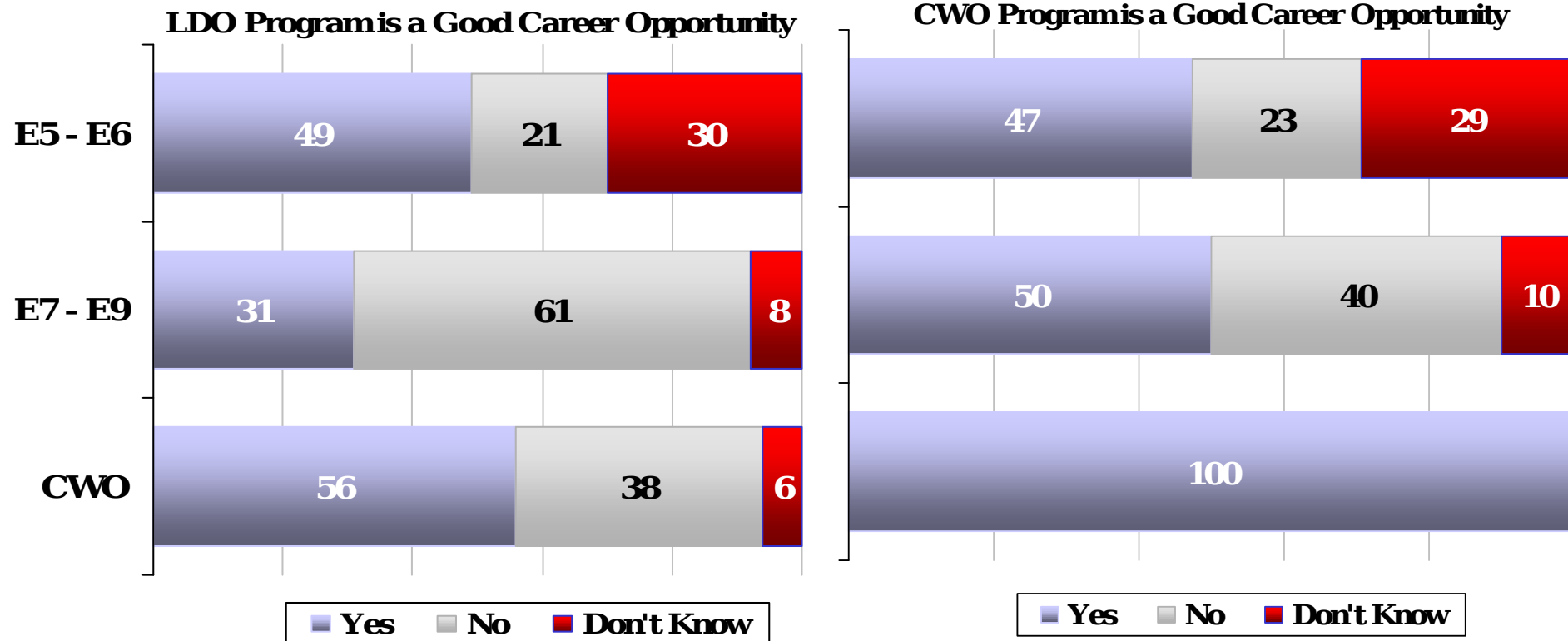
"Yes" responses



Note: LDO/CWO Poll Questions 10,11.

# Perception of LDO/CWO Programs

- Senior Enlisted less likely to report LDO program as a good career opportunity; half or more view CWO as a good career opportunity.



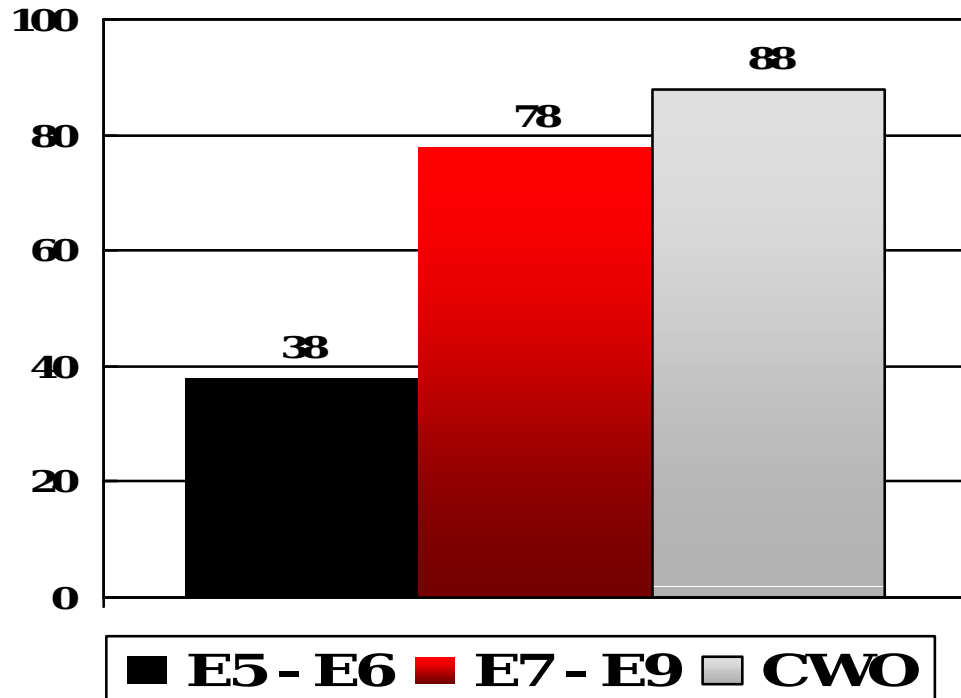
Note: LDO/CWO Poll Questions  
12, 13.

# Encouragement to Apply for LDO/CWO Programs

Have You Been Counseled to Consider Career as an LDO/CWO?  
"Yes" responses

- Senior Enlisted/CWOs more likely than mid-grade Enlisted to report being encouraged to consider LDO/CWO career.

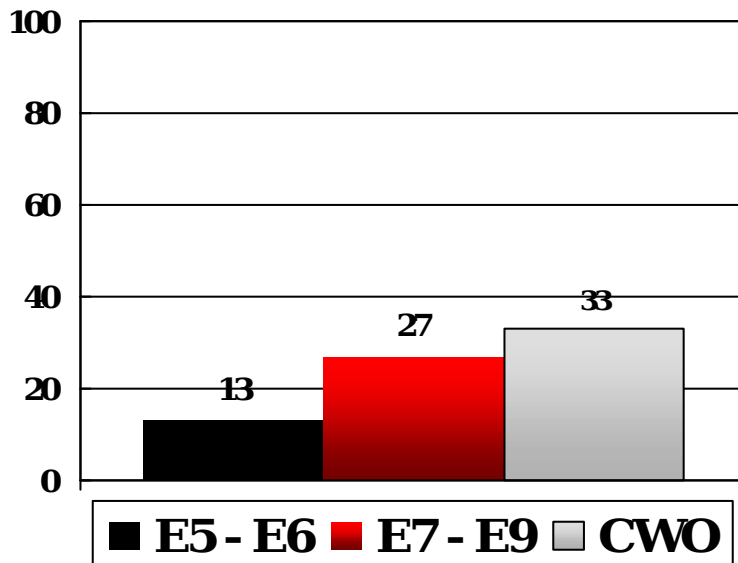
Note: LDO/CWO Poll Question 14.



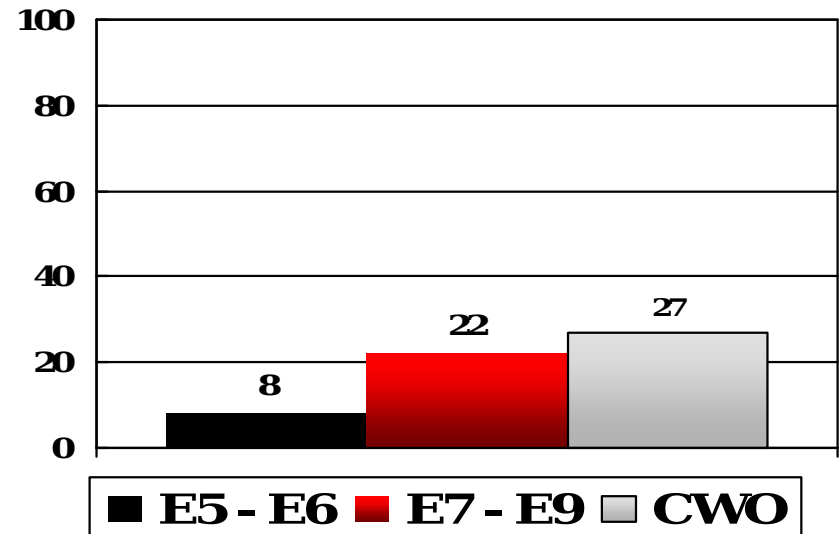
# Encouragement to Apply for LDO/CWO Programs (Cont.)

- Few mid-grade Enlisted reported being discouraged from applying to the LDO/CWO programs; close to a quarter or more of Senior Enlisted/CWOs reported discouragement.

Encouraged NOT to Apply for LDO Program by Peer or Supervisor?  
"Yes" responses



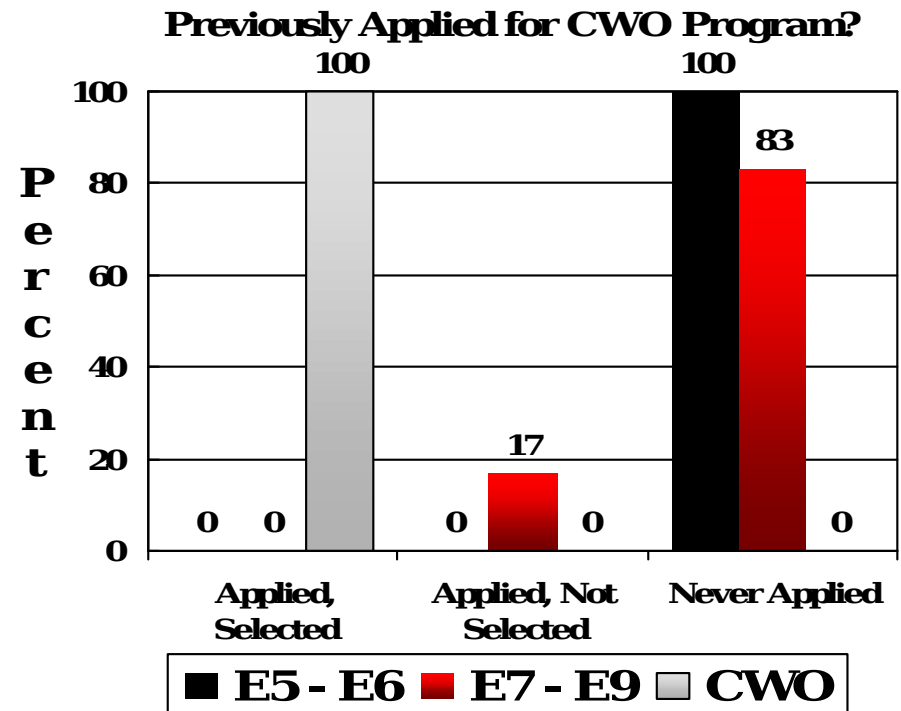
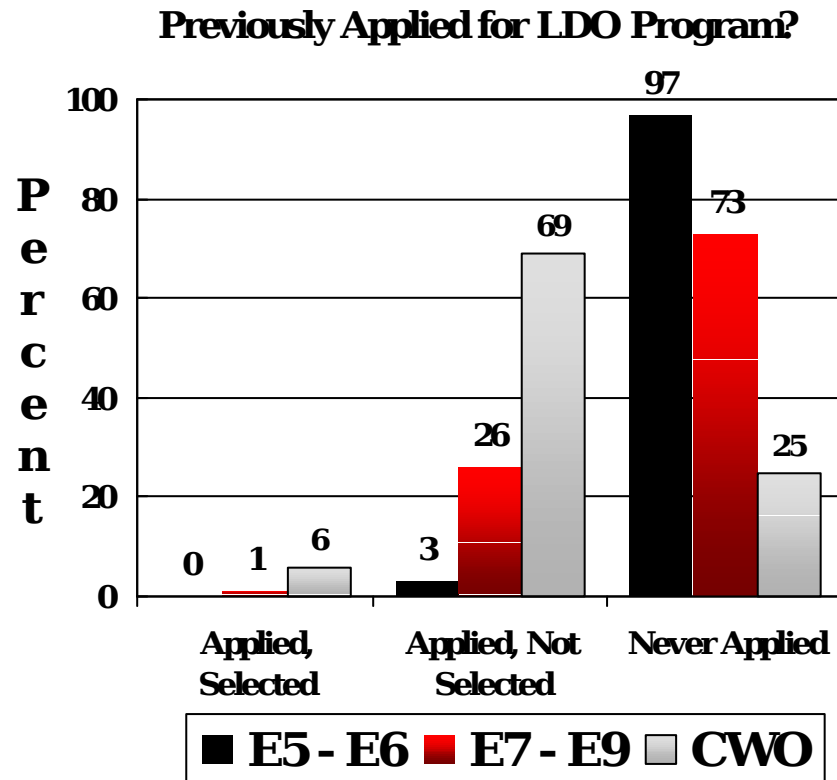
Encouraged NOT to Apply for CWO Program by Peer or Supervisor?  
"Yes" responses



Note: LDO/CWO Poll Questions 15, 16.

# Previously Applied for LDO/CWO Programs

- One quarter of Sr. Enlisted have previously applied for the LDO program; 17% previously applied for CWO program.

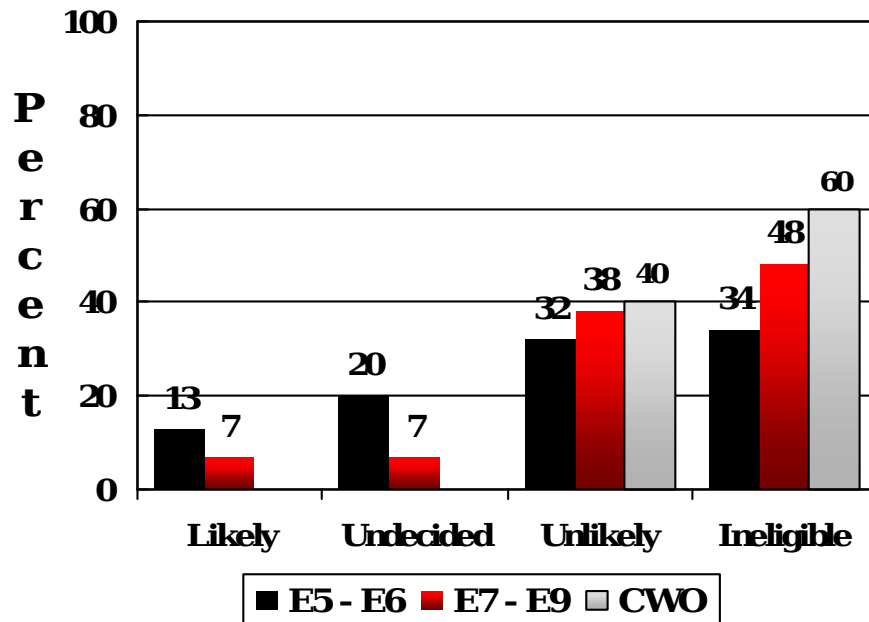


Note: LDO/CWO Poll Questions 19, 21.

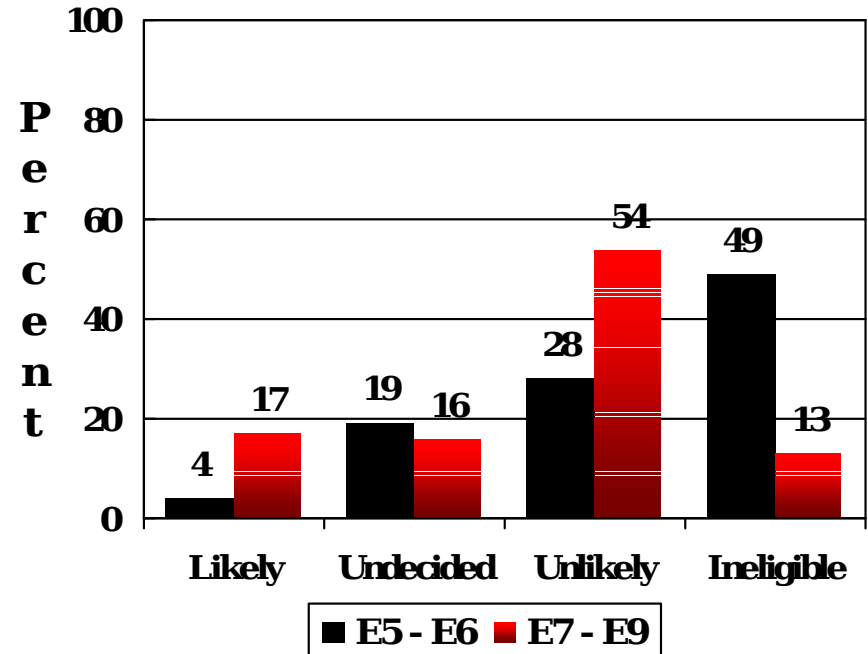
# Intention to Apply for LDO/CWO Programs

- Most report being unlikely or ineligible to apply for the LDO/CWO programs in the next 12 months.

**Likely to Apply for the LDO Program in the Next 12 Months?**

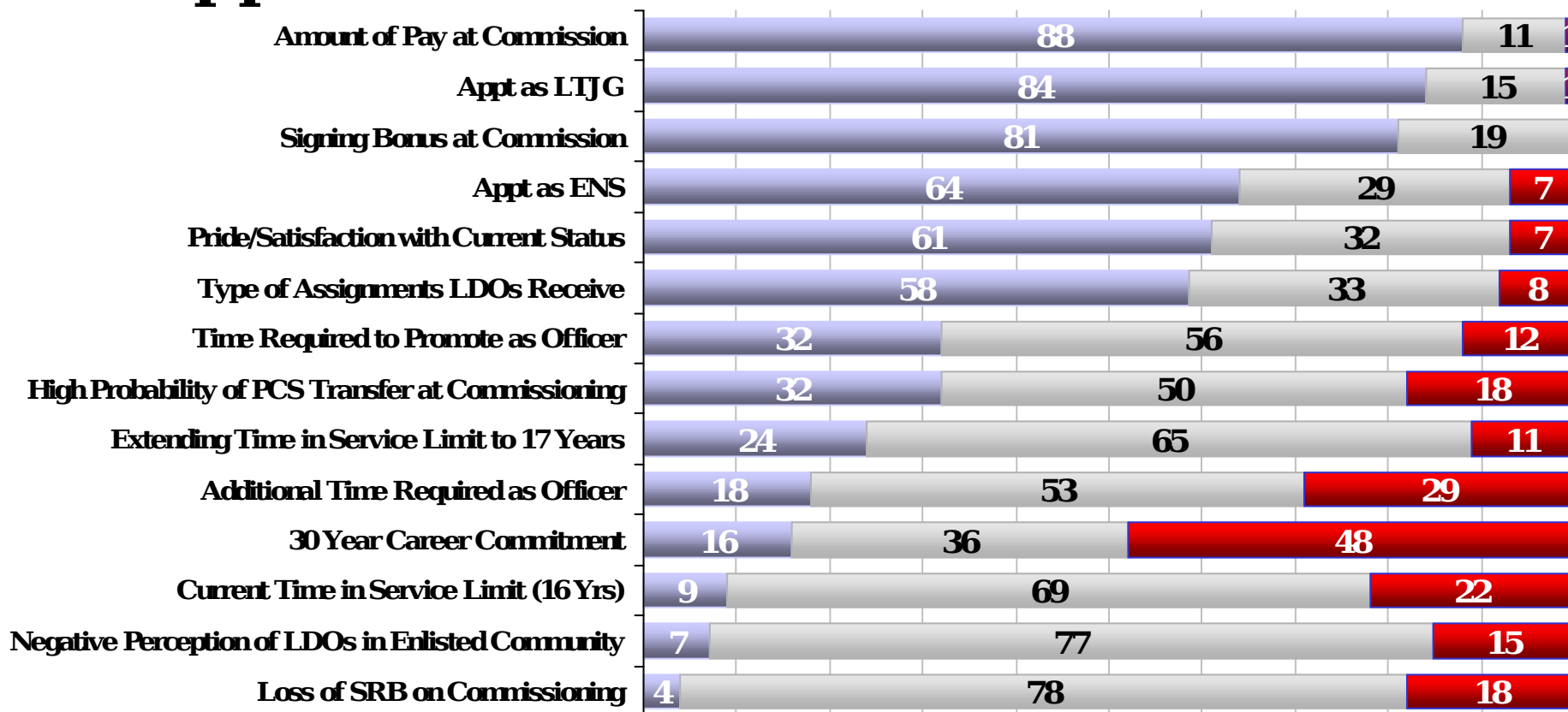


**Likely to Apply for the CWO Program in the Next 12 Months?**



Note: LDO/CWO Poll Questions 19, 21.

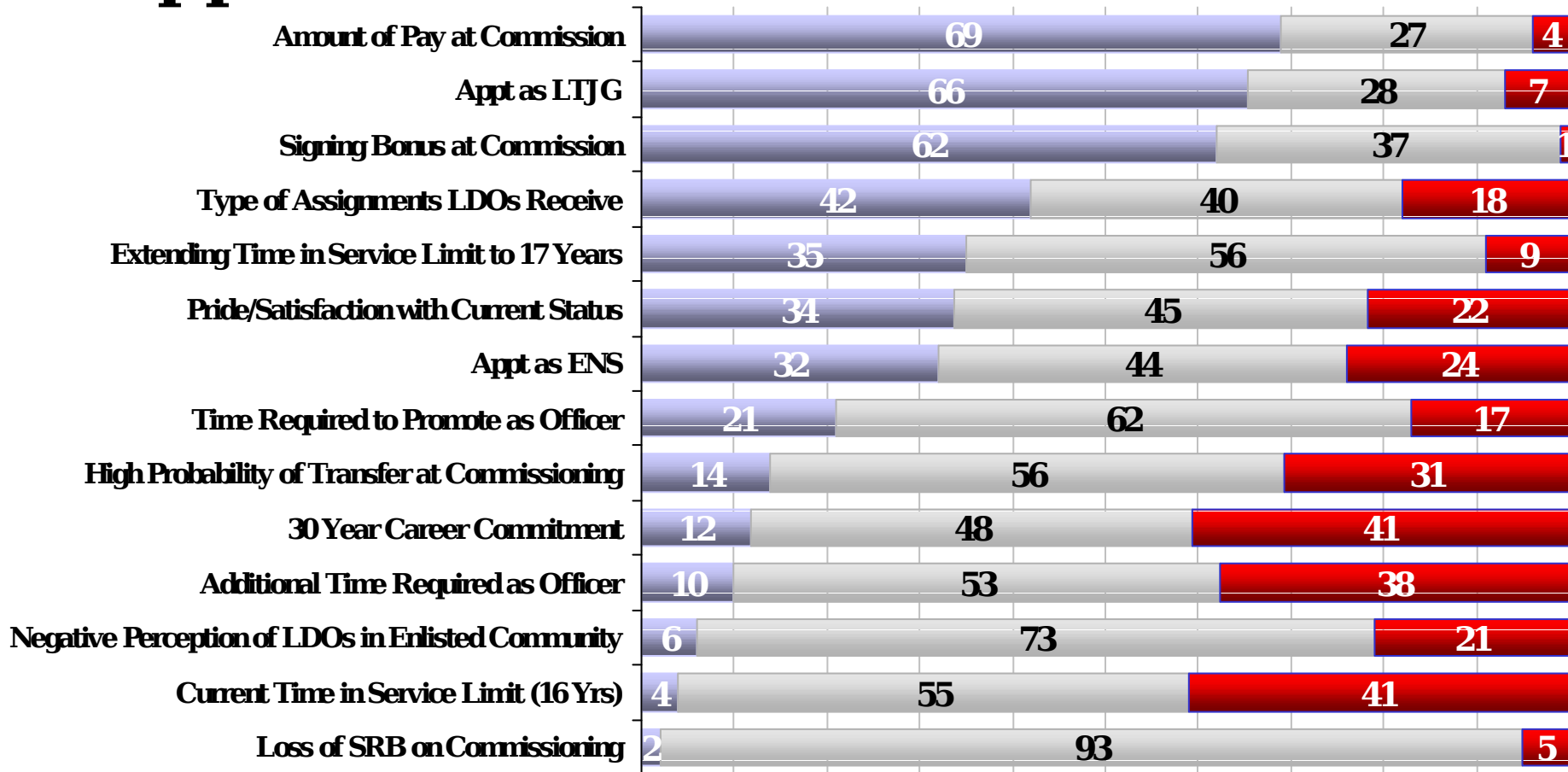
# Factors Influencing LDO Program Application Decision - E5 - E6



Note: LDO/CWO Poll Questions 25.

■ Increase Desire to Apply ■ No Impact ■ Decreases Desire to Apply

# Factors Influencing LDO Program Application Decision - E7 - E9

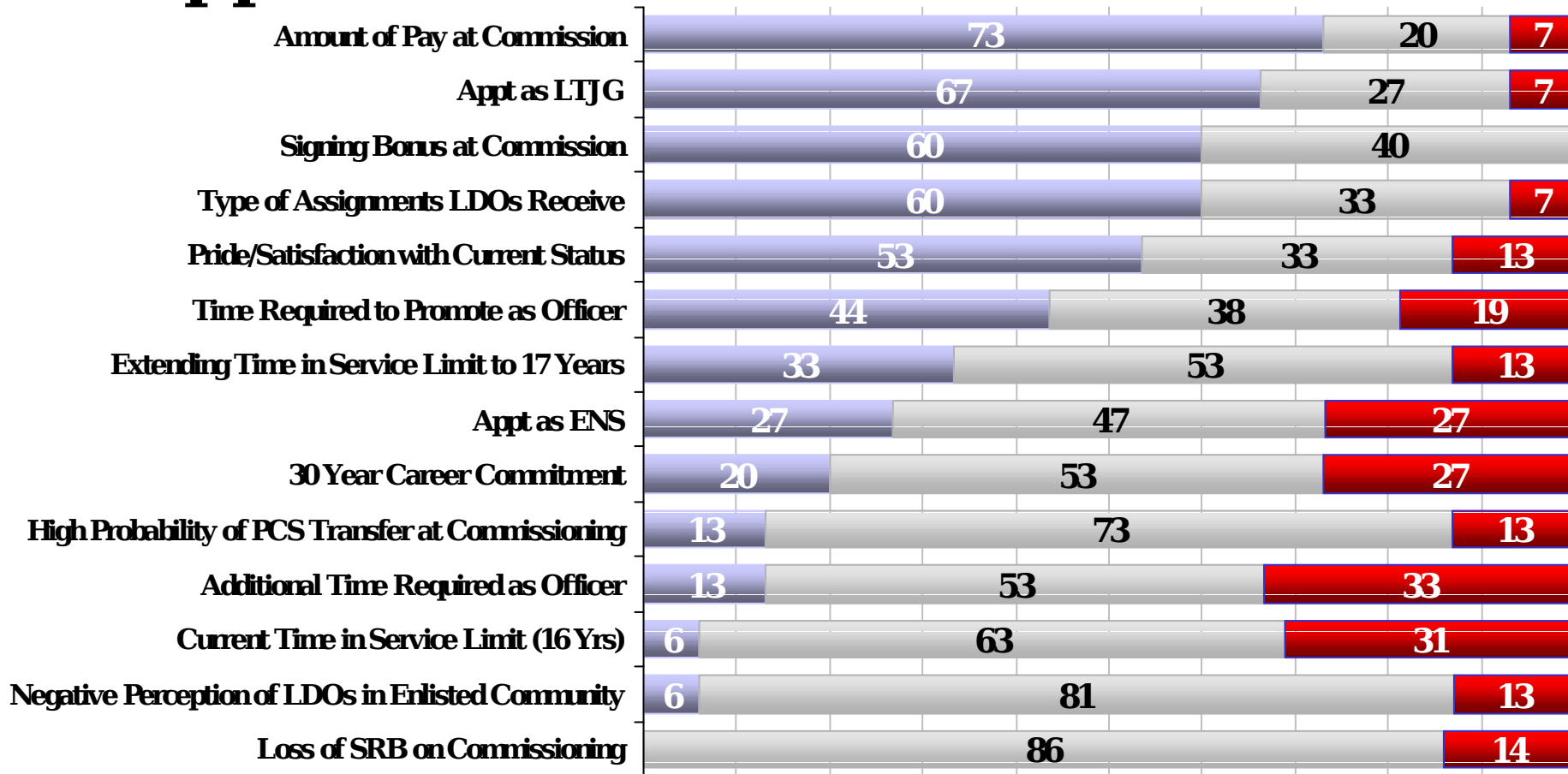


■ Increase Desire to Apply 
 ■ No Impact 
 ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions 25.



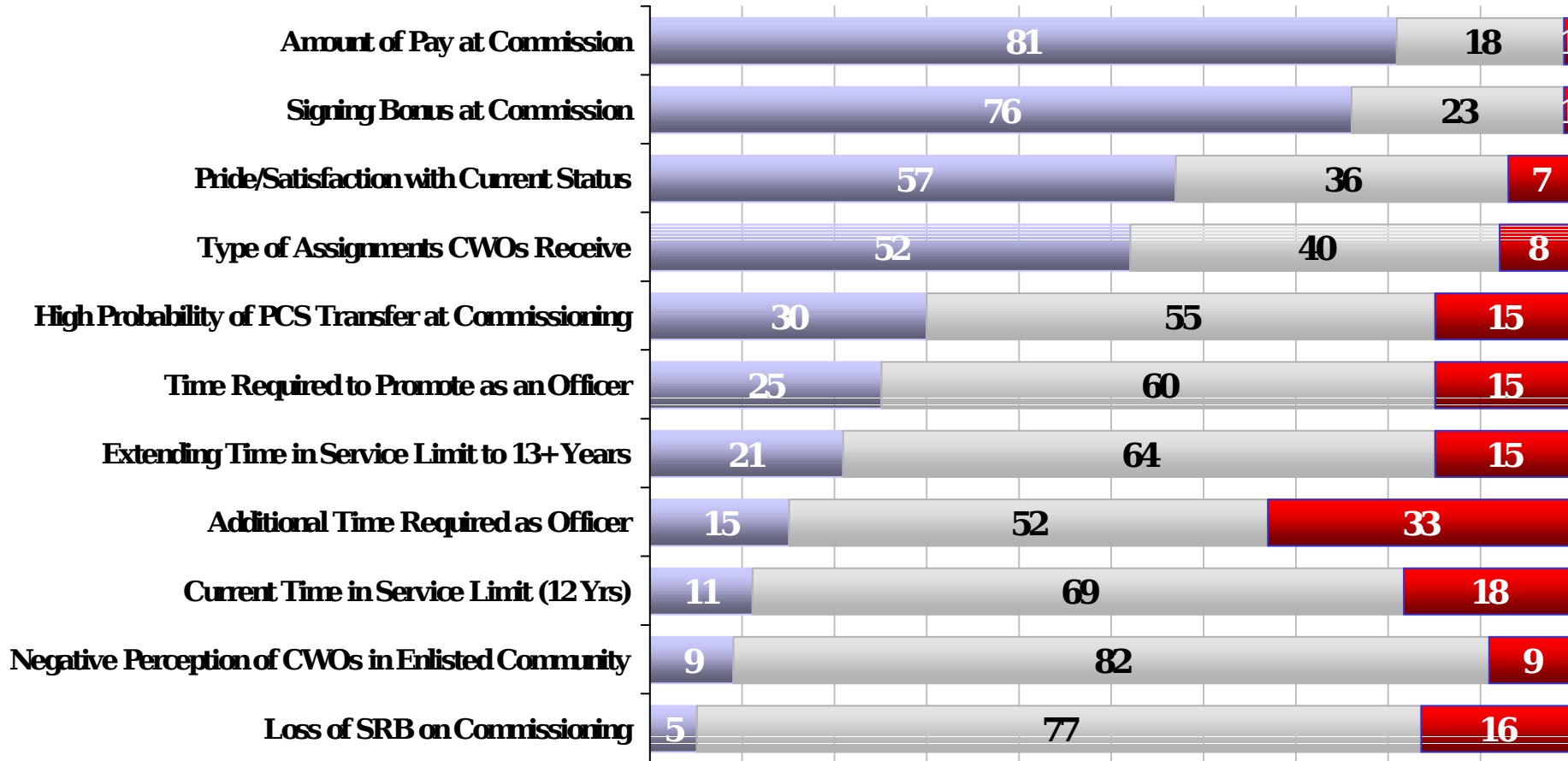
# Factors Influencing LDO Program Application Decision - CWOs



■ Increase Desire to Apply
 ■ No Impact
 ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions 25.

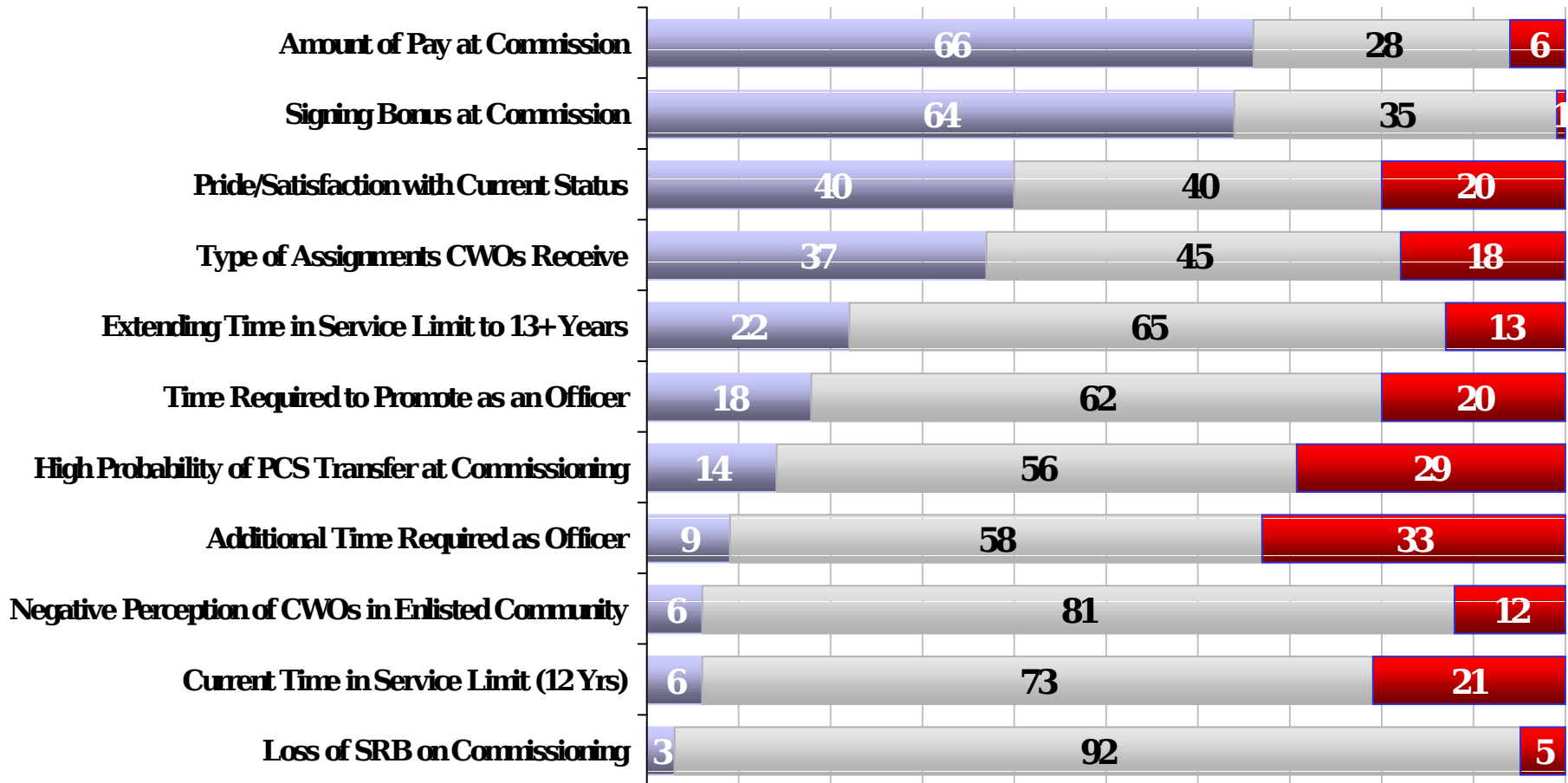
# Factors Influencing CWO Program Application Decision - E5 - E6



■ Increase Desire to Apply
 ■ No Impact
 ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions 25.

# Factors Influencing CWO Program Application Decision - E7 - E9



■ Increase Desire to Apply 
 ■ No Impact 
 ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions 25.

# Summary

- **Most have heard of the LDO/CWO commissioning programs**
  - Mid-grade Enlisted are less likely than senior Enlisted/CWOs to be aware of the LDO/CWO website, do not have enough information to make a decision about applying for these programs, and indicate that they do not know if they are qualified for a LDO/CWO designator
- **Approximately half of all groups viewed CWO program as a good career opportunity**
  - 1/3 of mid-grade Enlisted reported that they did not know
  - Senior Enlisted are less likely to report LDO program as good career opportunity
- **Majority of senior Enlisted/CWOs have been encouraged to apply for LDO/CWO programs**
  - Few reported being discouraged from applying for these programs
- **One quarter of senior Enlisted have previously applied for the LDO program**
- **Most report that they do not plan to apply for the LDO/CWO programs in the next 12 months**
  - 1/3 of mid-grade and half of senior Enlisted report being ineligible for the LDO program

# Summary (Cont.)

- Factors that increased desire to apply for the LDO/CWO programs were:
  - **Amount of pay at commissioning**
  - **Receipt of signing bonus**
  - **Appt as LTJG (for LDO program)**
- Factors that decreased desire to apply for the LDO/CWO programs were:
  - **30 Year Career Commitment**
  - **Additional Time Required as an Officer**
  - **Current Time in Service Limits**

# Recommendations

- Increase program awareness throughout the Fleet
  - **Develop flyers/posters and use Navy media to highlight program**
  - **Utilize current LDOs/CWOs**
    - **Host command information meetings on these programs**
- Provide incentives for Sailors to apply to LDO/CWO programs. Two that were highly favored were:
  - **Commissioning LDOs as LTJGs instead of ENS**
  - **Receiving signing bonus for accepting commission**
- Eliminate factors that decrease desire to apply for these programs. If feasible:
  - **Extend current Time in Service Limits for LDO/CWO programs**
  - **Eliminate 30 year career commitment required of LDOs.**